



MEETING MINUTES

Chief's Advisory Committee (Virtual) Monday, January 21, 2021

Welcome to Committee by Chief Páez

Chief Páez welcomed the committee. Thanked all for coming together again today. Turned meeting over to Chair and Co-Chair Judge Maynard and Ms. Ajmeri Hoque.

Dwayne Maynard thanked Chief Páez and welcomed all. He spoke of things that had occurred nationally and on a statewide basis in the areas of police and community relations and/or social and racial justice, and noted that a lot of what had occurred could not be characterized as positive. He continued in the last week, with the celebration of another King holiday, which is always a time for reflection, hope, and commitment to higher ideals; the rollout of phase 1B of the Corona vaccine; and yesterday's successful transition of power from one administration to a new one, he stated perhaps we have turned a positive corner for what may lay ahead for 2021. It was on that note of optimism, that he thanked each committee member for coming back to help in the important work of trying to build bridges and better relationships between the Dublin Police Department and the diverse population and diverse communities within the city that the department endeavors to affectively and equitably serve to protect. Special thanks to the Chief for his continued willingness to be available to the committee; thank you to Rebecca Myers and Ajmeri Hoque for their work on coordinating tonight's meeting and agenda and special thank you to Becky Metcalf who continues to be patient working with him and prepares the minutes which were recently amended and are available for the committee's review and consideration. Dwayne Maynard asked Chief Páez to assist with attendance of the community partners and members of the department that are also part of the meeting.

Committee members present: Chief Justin Páez, Lt. Nick Tabernik, Lt. Greg Lattanzi, Director Jay Somerville, PIO Rebecca Myers, Officer Amber McCloskey, Corporal Devin Howard, W. Dwayne Maynard, Ajmeri Hoque, Cameron Justice, Susan Ortega, Imran Malik, Angling Yin, Isao Shoji, Sri Gaddam; Guests: Officer Paul Burks, Officer Rigoberto Quintanilla, and Officer Brian Nimmo
Minutes by: Rebecca Metcalf

Committee Business

- **Attendance**

Chief called roll for the meeting:
Judge Dwayne Maynard - present
Ajmeri Hoque – present
Cameron Justice – present
Yanling Yin – present
Susan Ortega – present
Imran Malik – present
Isao Shoji – present

Sri Gaddam – joined later
Cortney Ingram – not present
Stella Villalba – not present

Chief Páez introduced additional department members in attendance to include himself, the Bureau Commanders, Corporal Devon Howard and Officer McCloskey, who is working and currently handling a call, the hope is that she will be able to join the meeting later; School Resource Officers Rigoberto Quintanilla and Officer Nimmo, who will be joining the meeting a little later in the agenda. Lt. Tabernik advised Officer Burks is having technical difficulties but hopes to join the meeting shortly. Chief Páez advised that Sergeant Rice and Corporal Morris, who attended the last meeting, are unable to attend as circumstances changed with their availability. He is confident, with members that are present, that the committee will be able to have a full and thorough discussion, and that the SROs can answer any questions or take in any information that the committee has for them.

Review/Amend/Adopt Last Meeting's Minutes

Dwayne Maynard posted meeting minutes for review. He advised that the minutes have been thoroughly reviewed and they read well. If anybody wants to look back over them they shouldn't have any problem following how the December 2020 meeting went. Dwayne Maynard asked if anyone wanted to make a motion to accept or adopt the minutes as they have been amended. Ajmeri Hoque moved to accept and adopt the minutes as they have been amended. Imran Malik seconded. Dwayne Maynard asked if there was any further discussion; none. Asked that all in favor of accepting the December minutes as amended signify by stating "yea" and anybody not in favor by a "nay". All stated yea, no nays. Meeting minutes adopted.

Old Business

Dwayne Maynard asked Rebecca Myers if there was any old business to follow up on from the December 2020 meeting. Rebecca Myers advised there were a few tweaks to the web pages by the communications team and there was no other old business to review. He confirmed that any correspondence from the community would be discussed later on in the agenda and Rebecca Myers affirmed.

New Business

Dwayne Maynard asked for any updates Isao Shoji would like to share from the Community Task Force; Isao Shoji advised there were not many things. Unfortunately was not able to attend the last Task Force meeting, but he did get caught up on some things that did happen in the meeting. Most pertinent was that the Task Force moved to approve a statement regarding the recent events since the Task Force meeting happened just after the insurrection, or however you want to characterize it that happened in the Capitol. There is a statement that the Task Force approved that he believes is posted on the website. It took a lot of discussion because people have different perspectives on how such a statement should be constructed but they ultimately did agree on one and that was passed on to City Council. The sub-committee level work continues; he can speak regarding the committee he is on which is the economics and infrastructure. They have had one formal meeting and some official discussions to prepare for those formal meetings for the purpose to figure out what the focus of the sub-committee should be. The intention is that the chair has asked the sub-committees to wrap up work by the end of March so they would be able to present a report or preliminary recommendation to council at their April Task Force meeting.

Dwayne Maynard reiterated that the Task Force is attempting to have a report ready for an April City Council meeting?

Isao Shoji advised that it's not a report but more of a recommendation or an update as to where they stand.

Dwayne Maynard asked if any other committee members had any questions for Isao about the work of the Task Force. There were no questions from the committee. Dwayne Maynard asked when the Task Force is scheduled to meet again.

Isao Shoji advised he did not know but it is probably the second week of February but he is not sure.

Dwayne Maynard asked Isao to pass on well wishes to the committee chairs from CAC and let them know we are available and willing to interact, correspond with them if needed.

Isao Shoji advised he will convey the message.

Dwayne Maynard advised the group they would pause the new business discussion as there is a desire amongst the committee to have a discussion about current events that have happened since the last meeting. He thought it best to have the Chief's update to the committee and then return to new business before moving into continued discussion with the issues that the SROs are here to address. He then deferred to Chief Pérez for his updates.

Chief's Update to Committee

Chief Pérez thanked the committee for providing some space for him to update the committee on some progress at the Police Department. He noted that the department is constantly evaluating its policies for updates to ensure that the department is not just operating on past practices but best practices. He stated we are still in the process of, but very close to finalizing, the amendments and updates to our officer involved critical incident policy. We have had discussions and Lt. Tabernik has done some fantastic work over the last several months meeting with officers internally and meeting with external entities as well to help inform our drafting of that policy and our amendment of that policy. The most recent conversation was with our labor team within the department to get more from the officers' perspective on the policy before we finalize it and put that into place. The hope and intention is to finalize the policy by the end of the month and hope to send it out to the committee so you have a chance to review it as we put that into place. Chief Pérez clarified that the police department does currently have a policy on officer involved critical incidents, but this is our effort in taking a look at current events and how that has helped and formed our considerations, discussions, dialogue, and reflections internally about what our policy looks like currently and what we want it to be in the future. He wants the opportunity to review the new policy with this group so there is clarity on what our policy will be moving forward, always with the understanding that we are ready to adapt when we need too, to again move into best practices as those develop in the future.

Chief Pérez then reviewed the department's goals from the past year and how we track those goals and what progress we made last year and talk about what our 2021 goals look like moving forward. Chief Pérez reviewed two slides. Slide one provided a summary of the 2020 goals. Chief

Páez reviewed what our goals were and then wanted to talk about some of the metrics and where we ended up landing in reported incidents in a couple of the categories over the last year. The four major goals are all intentionally designed to support the mission, which in brief is: protection, service, and public safety and partnership with members of our community.

- 1) Critical incident response and preparedness
- 2) Theft offense reduction throughout the city
- 3) Overall traffic safety improvement
- 4) Addressing issues of significant community concern

Two goals we are tracking that are primarily **output driven**, when we talk about critical incident response and preparedness and addressing issues of significant community concern those are not as metrically driven as the other two but are still goals that we record our progress on over the course of the year in actions we have taken. A great example is goal #4 and a highlight for us, one that we are proud to have been a part of and been a partner in with the community, is in the development of the Chief's Advisory Committee. Those two goals are **output driven** and the two other goals that are **outcome driven**, that we are tracking metrics throughout the year, are reducing overall crime in the community and improving traffic safety. Chief Páez shared those numbers with the committee so they had an awareness of what that looked like over the calendar year of 2020.

Theft from Vehicles is the number one offense reported by category for the City of Dublin. Traditionally, theft overall is the number one crime we have reported and within that category we focus on theft from vehicles because that is the number crime we see most of each year. Our goal each year is to try to reduce the overall occurrences from and benchmark against our previous year's activity. The other metrics we track within that category are burglary and breaking and entering offenses. The metrics that we tracked for each year over at least the last ten years, has helped us record how well we are doing at achieving the outcome of reducing those total numbers and/or offenses. In 2020, we ended with a total of 143 theft from vehicle incidents that we took offense reports for and in the burglary and B&E category 59 total. How that compares against historical benchmarks, 143 theft from vehicle offenses in 2020 was a slight reduction of the number of offenses we had recorded from the previous year, not the lowest ever experienced, however it was a reduction from the previous year. Burglary and B&E offenses again was reduction with 59 recorded, the previous year was 60 total. In 2003, when he started with the Dublin Police Department, it was typical to experience around 300 of those types of offenses over the course of a year. Steadily over time we saw an impact in reducing the total number of occurrences that were reported. Chief Páez reiterated, no amount of crime is acceptable to us, our goal is to have zero crimes in any given year. We shoot for zero and continue to focus and track each month what we are seeing numerically so we can see if there are increases or trends to in the activity and adjust our resources, responses, tactics and strategies to better help achieve that goal over the course of the year. We did see reduction in theft from vehicle over the last year, and burglary/B&E while it was only a reduction of one offense; that is one less victim that we had in our community last year. In context, 60 in the previous year was a historic low for us. In greater context, we also realize that the pandemic may have put a pause on some of the activity we may normally see. We are cognizant that while we did see reductions in these two categories over the last year, we still have been very focused in our efforts in contributing to even further reductions in the future. Chief Páez highlighted a couple of trends for the group and for anybody in the community as a way to help us continue this effort, the additional piece we wanted

to place focus on and share moving forward, is that 38 of the theft offenses which were taken last year, were stolen vehicles. That is a lot of stolen cars over the course of a year. We can speak to the group on specific trends later as some of the instances there were multiple cars taken. The takeaway for the group is that the majority of the cars taken were cars that had keys with them or fob with them. Remind our community members to take all property of value with them when they leave the vehicle but specifically the key or fob for the vehicle; that is one we will pay attention to closely next year to make sure we are doing everything from an educational standpoint and from a prevention standpoint to reduce those numbers of offenses. One offense that really stands out as it related to theft from vehicle activity is specifically when firearms are taken from a vehicle. We all know that firearms certainly in the wrong hands pose a threat to the safety and are a danger to everyone in the community. As a reminder moving forward, we have traditionally shared tips for keeping your property safe and reducing the number of thefts offenses in removing property, one of the specifics we want to highlight in the future is if you own a firearm, certainly if you choose to do so make sure you are carrying it legally and safely. If you are going to carry it in your vehicle make sure it does not stay in your vehicle unattended and you secure that in your home as well. In regards to traffic safety, we do track the number of crashes that occur in the community each year. We tend to hover right around 900 which stayed pretty consistent over the last several years. This last year was a significant reduction. It was 300 crashes less than we saw in the year previous; we attribute that primarily to the time the world was shut down; we didn't have as much commuting and students coming and going from schools. We had a lot of major businesses that decided it was safer for their employees to stay at home and work from home. Our officers made good efforts being out in the right places at the right times conducting activities to make it safer and conducting educational campaigns to ensure all are traveling safely, but that major reduction of 300 crashes would be very difficult for us to sustain. His hope is that we do open up but that we do not return to that same level of crashes; we will work hard to ensure we are improving traffic safety through our continual efforts. Will highlight these goals and the other two goals (critical incident response/preparedness and addressing issues of significant community concern) in our annual report.

2021 Department Goals; we have spoken with the committee in the past about our goal setting process. Each December as a supervisory team we meet to discuss what our goals will look like moving forward. This past December we had a virtual staff retreat with supervisors which is not as conducive to some of the full dialogue you would get if meeting in person. Staff was able to discuss the goals and decided because 2020 was so unique, we felt there were goals we listed in 2020 that were important to us that we did not get a chance to accomplish. We wanted to keep those goals in front of us as they were important then and are important moving forward. The same traditional goals, which are intended to underline and support our mission of protection, service, public safety and partnership with the community, will continue to be 1) Critical incident response and preparedness; 2) Theft offense reduction throughout the city; 3) Overall traffic safety improvement; and 4) Addressing issues of significant community concern. In particular, goal #4 for us last year was new. We intended to pay particular focus to certain topics under that goal: 1) Community Outreach and Engagement; 2) Special Event Safety; 3) Drug Enforcement and Engagement; 4) Mental Health Awareness; 5) Employee Health and Wellness; and 6) Human Trafficking Awareness and Enforcement. One topic we did not get to delve into as much as we had hoped was Mental Health Awareness and having a discussion community-wide about mental health awareness, suicide awareness and suicide prevention. The intent last year was to hold a town hall forum to have a discussion about mental health awareness, suicide awareness and prevention and we did not get a chance to do that last year. There has been

good momentum starting out this year in that discussion so we can figure out how we do that either remotely, if we have to this year, or hopefully as the year moves along, in person and with community members face to face. The last topic, which was newly added this year is related but very intentionally focused on employee health and wellness. We have started putting together a comprehensive plan to focus on employee health and wellness. The bureau commanders have been working with department members to develop some sub-bullets are the development of a peer support program; the formulation of a wellness committee within the organization; and lastly development of a suicide prevention policy for our organization. Chief Páez will send the 2021 Goals and Objectives out to the committee. This will afford the opportunity to review and update progress throughout the year with the committee and community. Chief Páez asked the committee if there were any questions.

Sri Gaddam congratulated the department for their service and for the achievements of the last year. He asked what are the strategies and tactics which worked last year or that did not work and how will you improve on that?

Chief Páez advised that, theft and theft from vehicles specifically, each month we take in data and our Crime Analyst reviews and turns that data into useable information for us to be able to direct our resources to the correct locations at the right times; this allows us to effectively and efficiently use our officers to help reduce those events by our officers being in the right areas based on the data that we have. As a strategy and tactic, in crime analysis our focus is on people, places, problems and patterns. Each month our crime analyst takes that data, distills it into information, in best case scenarios becomes intelligence, for instance if we have purses that are taken from a particular parking lot or hotel, where we maybe have seen a number of offenses occur over a period of time, we put together a report, which is shared with all supervisors, which analyzes and predicts where crime might occur based on that information. They can then direct their officers and resources to the right places in the city and focus their attention. We have found this to be a particularly affective strategy because we use the information to guide us as opposed to conducting random patrol where we are out and available then respond to calls.

Imran Malik asked about accident data that is collected and if there are patterns on certain segments of the tertiary roads or main roads that go through Dublin so precautionary or preemptive approaches can be adopted to reduce the number of crashes?

Chief Páez advised yes, that is exactly what we do with that category as well. The crime analyst takes a look at crash information and where those crashes are occurring so we can direct our traffic enforcement, safety efforts, prevention and education in those areas that we feel like will have the best impact in reducing overall crashes throughout the year. Main carriers are where we experience the majority of our accidents: I270, US 33, Riverside Drive, the roundabout in particular was one that we paid attention to over the last several years because any time you change the traffic pattern it takes some time for people to adjust. Additionally, we have fantastic partners at Engineering. Our Traffic Enforcement Unit meets regularly as a traffic safety committee with Engineering. There are some situations that cannot be resolved entirely by writing tickets, it may be a design question or concern which may take a balance of strategies, of enforcement, education and maybe redesign in order to be able to holistically take a look at a traffic issue, based on the data and aid of the Engineering Department to help solve that issues.

Susan Ortega asked, how the department whether its thefts, car accidents, or whatever, how do you manage pockets that are Dublin City borders but it's Columbus jurisdiction. How do you manage tracking that data and dealing with those issues?

Chief Páez advised that our crime analyst is very well connected and tied into the information that is occurring in adjoining jurisdictions. We share information with other police departments and other crime analysts throughout the Central Ohio area. If time permits in the future, he would like to have Lt. Lattanzi and Lt. Tabernik talk about their specific area and work groups and how occasionally the success of us being able to address a spike in theft or a group who may be working not just in Dublin stealing property, but in other areas of Columbus or Central Ohio, getting connected to those investigative resources and those proactive resources that are able to go out and bring an end to that run of activity. Our community impact unit is a resource that is flexible, that will go wherever we need them to at whatever time we need them to help address whenever we are able to identify this group of people seem to be who are involved in criminal activity. If we can help put an end to that, even if it occurs in another jurisdiction, the benefit to the Central Ohio area is that we see a reduction in those offenses. We want it to be driven by data and information that we collect and share and what those other organizations share with us. In that way we are tied into, as much as we can, what is occurring at our borders and even beyond through shared information resources in the Central Ohio area.

Chief Páez reviewed the 2020 Employee Recognition Awards Program. At the end of every year we are proud to have our department's employee recognition program. This includes our officers of the year, leadership award, civilian employee of the year, and volunteer of the year are our major awards selected at the end of the year, but gives us the opportunity to reflect back on the fantastic efforts and awards presented throughout the year as well. Lt. Tabernik, Corporal Morris and Rebecca Myers are working on a way for us do that and hopefully share virtually.

Chief Páez thanked all regarding Employee Wellness but specifically Susan Ortega and members of her team from Syntero who joined us at our most recent staff meeting to share some information with our group about a program Syntero is offering supporting first responders. It is called Backing Our Front Line. They spent some time with our group to discuss the opportunity through partnership with Syntero to offer support for our membership. We are appreciative of them spending the time and remaining engaged as we talk about officer wellness. There is only so much you can do on your own as an organization, to not lean into the community and the resources would be remiss in achieving the right goal which is to make sure our members are taken care of, healthy and well so they can go out and take care of this community. Chief Páez also mentioned an article that Susan has assisted along with Lt. Lattanzi and Rebecca Myers that will be published in an upcoming issue of the Dublin Life Magazine. The article is titled: Making Suicide Prevention a Community Priority. We did endeavor last year to have a larger community conversation for that goal specifically which we intend to pick up and have this year. It is important from our organization as a public safety and community wellness initiative to have critical dialogue about mental health, suicide awareness and suicide prevention. The article they have written for Dublin Life Magazine. It is a very powerful piece and we hope it is the foundation for those continued discussions as we move forward into 2021. Chief Páez encourages all to read if you can do so. This concluded the Chief's updates to the Committee.

Dwayne Maynard thanked Chief for all the information and also thanked Susan for all the work she has taken on with Syntero to assist the police department. The committee thanks her for that work as well.

New Business

Dwayne Maynard asked that Ajmeri Hoque lead this portion of the meeting and discussion. They had a number of conversations over the past few weeks. He appreciates Ajmeri's passion for wanting to give everybody an opportunity to have time and space to discuss what we are calling current events. Dwayne Maynard turned the meeting over to Ajmeri Hoque.

Ajmeri Hoque appreciates the Chief giving the committee time to discuss, there have been several events in the past month that this committee needs to address as a whole as being a diversity, equity and inclusion committee. She laid out the rules or guidelines to anyone that may be watching that they want to follow. Since they did not finish previous conversations about the School Resource Officer program which will continue later in the meeting they are limiting the current event conversation to 30 minutes and giving each community member about two to three minutes to express any thoughts or any questions they may have. She urged the Chief and other officers to listen and if there are any questions that come up maybe answer at the next meeting after having an opportunity to think about it so you do not feel you have to come up with an answer or answers on the spot. With that she opened comments to the floor with whomever wanted to start.

Cameron Justice first thanked all for being here and taking time out of their busy schedules. He advised there are a ton of things that have been on his mind the past couple of weeks and it has been a challenging couple of weeks. First are the critical incidents that have happened in the Columbus area. They seem to be creeping in and coming closer to home whether physically or otherwise. His biggest concern in regards to critical incidents in this community specifically relate to body worn cameras and transparency behind them. He advised he does not know the logistics behind them but to him there is no excuse for a lack of transparency when incidents like those happen. If there is a way to ensure that is not the case moving forward that is something he would like to work towards going forward. He advised as a Dublin graduate and someone who cares about this community he would hate for this to creep in closer and closer to home and it be somebody that he knows or somebody that he is close too. He wants to make sure, moving forward, that this doesn't happen in Dublin. As it pertains to the events of January 6th, he advised it was a wakeup call and reminder and reaffirmation that we have a lot of work to do; especially knowing there were a handful of law enforcement officers and military personnel involved in the insurrection. He knows that they have discussed Dublin not being the issue and he hopes that certainly nobody from Dublin was involved but it reminds him they have a lot of work to do. He looks forward to hopefully eradicating some of the things that seem to be hiding in plain sight.

Ajmeri Hoque thanked Cameron Justice and Dwayne Maynard advised he would be happy to defer another minute to him if he would like to if there was something he did not get to touch on.

Cameron Justice stated that he appreciated it; it has been challenging seeing specifically and on a person note, folks that are close to him who are older, who have been through things and how that relates to where we are now and seeing treatment of certain individuals who are doing,

objectively far worse, it's frustrating to him. He is thankful for the opportunity to be on the committee and hopefully make some sort of positive change moving forward.

Ajmeri Hoque again thanked Cameron Justice. And asked who would like to speak next.

Sri Gaddam commented that on the contrary, you try your best to do the best for the community irrespective of color, again we are humans and sometimes mistakes happen. He advised sometimes we only address when bad things happen. He is sure that good things happen every day. It's about education and awareness; bringing awareness to the community. He suggested a marketing tactic, so people can see that our police are not bad, can see some of the good things the police do and give some examples. When bad things happen, the TV channels show this. January 6th is a different event; a once in a lifetime event, good or bad, definitely bad. In general, how do we proactively bring awareness and educate the community that the police are no different. They are human beings and do good things. Sometimes bad things happen but no one talks about good things. He commented that when people interact, perception happens in the first two to three minutes, then there is reaction from both sides; how do we proactively improve on that, the human relations of being compassionate.

Ajmeri Hoque thanked Dr. Sri Goddam. And asked if anybody else would like to speak next.

Susan Ortega agreed with all that has been said. She shared some of her thoughts of the work they do with a lot of young people. She wondered how the events of the last few weeks and actions of the adults to the events, how those have been impacting young people in our community. How do we not only as a committee as a collective but as individuals can model and communicate with everybody that comes across their paths. She has been trying to manage a lot of crises in the aftermath of people trying to navigate their own mental health and well-being based on these events. She stated, to reiterate what the doctor was saying, good things happen too. We are not going to lessen the importance of these events that just happened because we have to look at them and take them into account and realize that it is reality, but also have to help folks balance out what comes next and how do we dig into things and have these hard conversations and look for the hope. Those are her thoughts about what has been going on the last couple of weeks.

Ajmeri Hoque invited Imran Malik to speak next.

Imran Malik advised his sentiments are all over the place like Cameron mentioned at the beginning as well as Sri and Susan. He advised he likes to see the glass half full. This incident or tragedy that happened and was witnessed by all on January 6th at the Capitol was a once in a lifetime or once in the first two hundred years of our civilization as the United States of America that this has occurred. He commented that the positive thing that came after that was the affirmation of the republicans and the democrats and the majority coming together and certifying the election results and our democracy prevailed; we witnessed the transition of power, which he advised has been a beacon of hope and benchmark of our republic and was still sustainable. He stated there are always negatives that happen but how do we then come together as a community and create a positive out of two negatives. His understanding is that a lot of these things are hitting close to home. There have been protests and miscommunications and misunderstandings that has occurred between communities all over America; but, what do we do here locally in Dublin especially. In our own home or own back yard. He advised that there is some thought process

and some discussion he has overheard from the youth, he similarly to others has children that are in Dublin Schools, how we keep that positive aptitude and positive persona of the engagement of law enforcement with the community going forward. He deferred to the Chief to respond later, how we continue to work and join collaboratively and in solidarity between the community as well as the Dublin Police Department, to keep that positive for our youth. He advised we work through many demographics, young, adult, elderly, children in schools, how we keep that relationship, that perspective of positive community work in tact going forward. He realizes there is a lot existing out there but asked how do we reinforce it for our youth and don't develop negative perspectives because of these recent events.

Yanling Yin commented that she moved here in 1998; she experienced 9-11. She never imagined what happened on January 6th was going to happen in the US. That is not why she came to this country; she was completely shocked. She commented, how did we get there? How can we go forward and fix that issue? She advised that in the workforce, we do not talk about politics, do not talk about religion. She asked how to bridge a conversation between two parties' different beliefs so that things like that won't happen. She also stated that she does not believe that is only happening in D.C. When that first happened she stated her daughter texted her, saying that if this was Black Life Matters, the police force would be getting ready and prepared and would be different; that was a different perspective. Afterwards she heard mentioned about the same thing, which for her she said that would be unbelievable. She wants to mention or ask the Dublin Police Department if we have that kind of unconscious bias toward the race as well; do we have data to support that we don't have that kind of unconscious bias.

Ajmeri Hoque thanked Yanling Yin for her comments and asked if anyone else would like to speak.

Isao Shoji echoed what Yanling said about the emotions that flooded his mind as he was watching what happened in D.C. As an immigrant, he stated it was very difficult to watch that happening in this country. He commented, that when you listen to the speech by President Biden, the key word was probably unity; on the flip side the fact that it had to be a key word is the fact that the country is so divided. He stated, that unfortunately that means that a lot of people tend to see the facts a little bit differently, from their own perception, and for those people the perception becomes the reality. If you extrapolate that, you cannot deny the fact that there are many people in this country that tend to look at the police as a whole, with a doubtful eye, with a negative feeling and that is just a fact. For us in Dublin, we obviously don't have the answers, but he would like to encourage our friends from the police department to see whether you are communicating with the community because he thinks you do that honorably. You do the hard work every day out there. He wants you to be proud of what you do day in and day out but are we communicating what it is you are doing, what it is that you feel and you think about. When people think police are our enemy, are you communicating as a police department that "yes we hear you"; because people are wondering, do they hear me. First you have to recognize that you're hearing that, you have to recognize that that exists and is a valid opinion instead of denying that that is nonsense. Then and only then can we have constructive conversations. He is hopeful and confident that constructive conversation can happen because just as Imran says, he is a glass half full, if not more than half full kind of a guy and as he keeps saying, he is proud to be associated with the City of Dublin, with what the police department does day in and day out, just as he wants you to be of what you do day in and day out. He recognizes that that is out there, that negative feeling. Communicate that, "yes we hear you; let's talk". He is not quite sure how to make that happen but he thinks that is what needs to happen.

Dwayne Maynard commented that is a great point.

Ajmeri Hoque thanked Isao for his comments and asked Dwayne Maynard if he would like to go next.

Dwayne Maynard commented that he may not be two or three minutes and he was not going to rush through what he wants to say. He told Chief Páez that he knows how committed he is to this undertaking and how much he is leaning in to try and help build the bridges that we need to forge throughout the communities in Dublin. He shared three concerns with our community partners that really have concerned him in terms of current events over the last three weeks. First, the shooting deaths of Casey Goodson and Andre Hill in Franklin County; these are unarmed men of color who lost their lives at the hands of law enforcement. We know it's not Dublin but it is law enforcement. For the first young man, it was by a Franklin County Deputy Sheriff. For the second young man, who wasn't quite that young at 47, it was at the hands of Columbus Police. We know that Columbus is doing a lot in terms of reform but there are issues with respect to use of force that are policy related that he thinks need to be discussed. He advised that in Chief Páez's December update Chief referred to work that had been done and provided information that Lt. Lattanzi had worked on, he thinks we really do need to get to the discussion on use of force. We've got issues, subjects and topics we are trying to work on right now, but that is a big one along with your critical incident policy. He thinks we are getting to a time and point that we need to make that a priority in our discussion. In addition, the issue, the subject, the topic that Cameron brought up about body cameras and whatever the policies are that the department has he thinks the committee needs to have discussion about that so that the community is aware of the policies, the practices, and the potential ramifications if an officer doesn't follow policy, procedure or practice. Secondly, what he is calling the stand your ground gun legislation that passed and was signed into law by the Governor either at the end of December or the first part of January; but from a law enforcement standpoint he wanted to know how the new law affects or impacts the way our department will protect and serve our citizenry. What of any concerns our law enforcement department might have about the new legislation that has been passed. In relating to Isao's comment that there is concern, apprehension, and maybe doubt as to how people of color will be engaged or the interaction they will have with law enforcement behind these issues that are on top of carry/conceal now and stand your ground. This is a concerning issue that you can't ignore. Last is what happened on January 6, 2021. For him it was concerning the level of mob mentality that was on display. He stated he has a different perspective than some of the other community members because mob mentality leads to irrational actions; like how could that group of people really believe that in marching to the Capital that is was going to be okay to break in, beat up on law enforcement officers, and destroy property in elected officials' offices. He thinks that people get worked up and when you have mob mentality it is very easy for things to get out of control. From a historical vantage point, he thinks that mob mentality runs deep in the relationship of people of color versus those people who feel privileged and entitled. He commented that he can't image that any of us on this call, didn't look at that situation and say because we are concerned about diversity, equity, inclusion, social justice and racial justice. How would a group of people of color have been treated if they had stormed the Capitol? Everybody can have their own opinion but he said that people of color feel that they would have been treated differently, and to Isao's point again, you can't deny that people will feel that way. You've got to recognize that and be prepared to deal with it. In the same vein he was concerned that there were law enforcement officers that appeared to be aiding "the mob".

All of those things makes the work we are trying to do more difficult; it builds doubt, it builds people looking at law enforcement with a questioning eye. He does not think we can ignore that is going on. From an optimistic vantage point, as someone who may speak next shared with him, if we don't do the hard work, if we don't have the uncomfortable conversations, how are we going to be able to move forward and alleviate those doubts that people within the community have? He wanted to say to everybody that is out there, that we recognize the issues; that we are committed to bringing issues to light and we're committed to working with the Chief and department to reach resolutions that are positive toward the relationship that this department has with all of its communities of color. He realizes he took more than two or three minutes but that is what he wanted to share in terms of current events and how he intends to move forward with this committee and the department.

Ajmeri Hoque thanked Dwayne Maynard for his comments and stated as always his words are very inspiring. She shared some thoughts she wrote down, you don't really know what you are feeling, you are feeling a lot of things and she wanted to make sure what she says is clear and concise but also affective in what she is trying to communicate. She read the following words: First, while my words may sound harsh I do want you to know that I appreciate time and effort from every single member of the department here who is here and who has been here. I believe there is a sincere effort to have a culture of acceptance and accountability that you are trying to strive for. However, I would not be doing what I have been appointed to do if I do not mention what I am about to say. I want to address the events of 1-6-21. As I've already mentioned, in an email, that we witnessed an unprecedented display of white supremacy at our nation's Capital. At that time, national and state leaders spoke out against the insurrection but what was lacking was the voice of our local leaders and as Chief and other high ranking members of the police department, you are leaders in this community. I know there is a strong inclination for our local elected leaders, and maybe in this department, to not mix local and national politics and to just ignore it. However, that is a position of privilege. To not address these issues and to acknowledge that this is beyond politics because this is not politics for people of color. This is our lives. BIPOC members of this community do not live in a vacuum. What happens nationally and statewide affect our members in this community. When I saw there was a lack of acknowledgement across the board from Dublin leaders I felt hurt and disappointment. When local leaders don't address and denounce racism and white supremacy that occurred on such a large scale, it creates doubt and anxiety. Is this community a safe place? Are we being heard? What was the purpose of the resolutions from June? What are the purpose of these committees then? These are the questions that I have been grappling with for the last few weeks and maybe some actions that happen will answer these questions later but I am also contemplating on how our school resource officers and other officers can address and denounce white supremacy and systemic racism when we continue to ignore these events. Dublin has a large international population. Like a couple of our community member on this call, I am also an immigrant. My parents are immigrants. Part of this population, this immigrant population, they have lived through real genocide and real revolution. They have experienced it for themselves and when they saw these events happen on a national level in this country, who knew what kind of triggers that they experience and have been experiencing since then; and how can this city and these leaders believe that school resource officers can address these issues with children how go to these schools. Who come from these families if they don't even acknowledge that this is a problem that can be happening in these families? DEI work is not easy and it's ongoing. However, it is not just the part where we acknowledge the holidays and the celebrations we also have to have these conversations and also have to accept that these traumatic events are occurring and these are affecting all of the

members of our community differently. I hope that my words do not turn you off from our future conversations and that we can figure out more ways to contribute to a positive and progressive environment for all of us. Thank you. Ajmeri Hoque advised that all were done who wanted to speak and deferred the meeting back to Dwayne Maynard.

Dwayne Maynard thanked Ajmeri Hoque and everyone for their words, comments, thoughts and the concerns you shared. He asked Chief Páez if he wanted to share any thoughts or if anyone that is affiliated with the department had anything they would like to say. He asked Chief Páez if there were any thoughts he would like to share.

Chief Páez thanked all; when we started this advisory committee we talked early on about how there were going to be tough conversations that we were going to have to have. He wanted to address what Ajmeri Hoque asked, that she hoped this didn't turn us off to the conversation. He assured her that it hasn't and nothing could be further from the truth. We started with an understanding we were going to have to have tough conversations if we were going to have meaningful conversations. There is hard work and it is difficult but that's what makes it so important. Any time anybody individually or a group or a community or nation grow, it's not an easy path. It comes from pushing ourselves beyond our comfort zones and our known experiences to places where we may not have stretched ourselves otherwise. He thinks that is why it is so important about what you have shared tonight, and he thanked the group for that, that we get a chance to digest and come back and share our perspective too. Chief Páez thanked them for that and thank you for continuing and being comfortable enough with us, hopefully we have created an environment here as part of our discussions with this committee where you feel open in sharing with us and at times disagreeing with us and pushing us. Cameron said that very early on his intention was to push us because we want to be better and that is what we want for this community. For it to be better and that is not because it's an indictment of where we are at, it is because we want to be better and occasionally it may mean we've got to take a hard look at what we're doing currently and what we are not doing and how we build a more inclusive and welcoming community. How we actually address the issues and concerns that our community members have. For Cameron's point on the body cameras and transparency. We would love to spend some time as a committee, send you the policy ahead of time, and have a discussion about the policy. For Sri, Isao and Imran talking about and sharing positive experiences, we have to figure out and he wants to do a better job of us as an organization reflecting those occasions where our officers have not just performed well but they have performed exceptionally. This includes our communications technicians and all the members of our organization have landed on making somebody's life better one interaction, one call at a time. That is really what our reflection of our rewards program is but also building intentional contacts with members of our community that are not just responses to a call from service or a crime that is not conducive to us interacting at a human level, it is really under the lens of the experience and the event itself. How do we do a better job of continuing to build those relationships and build upon and again a lot of the programs that our SROs are involved in but a lot of the contacts we have throughout the community, how do we build on those and make those intentionally scheduled and designed to answer the things you have all offered for us today about making the members of our community, in particular the minority community members comfortable with their police department. The events that have occurred over the last several weeks since we have been together, there have been numerous that we have all been watching and been impacted by. He does not want the committee to think that in any way they have not also impacted us on a personal and a professional level. There are a lot of conversations we have had internally as we

talk about our practices, our policies and our preparation as an organization. Witnessing something at the same time the entire nation was witnessing it on January 6 has an impact on us as well. We have shared in the past and he reemphasized that what we saw were unconscionable acts of violence and that is not democracy. To see that occur certainly had impact on all of us as well. He stated he does not go away from this meeting without giving clarity that that is certainly something we did take notice of. If we need to do a better job of articulating how that has impacted us, this is one venue to do it and maybe there are others as well; but connecting to community members when we are all experiencing something similar is important and that is what he heard from what Ajmeri Hoque and so many of you have offered. He emphasized again today for our community members, for this group, for anybody who watches this later, we don't tolerate extremist ideologies that threaten the safety of our community, that threaten our very democracy, at the seat of our democracy as we saw. Chief Páez thanked all for sharing with us, your perspective and giving us the opportunity both now and in the future to come back and have tough conversations about what we see, where we're at and where we are going in partnership with all of you and all of our members of the community. He advised that there are weighty topics here and he wants to ensure that as agendas are built in the future, we figure out the right way to put them in front of us so that we can have a full dialogue and discussion and make sure we bring the right resources and have complete conversations on those issues. He asked if there was anybody else who wished to share.

Officer Rigoberto commented that all of these topics are important which are brought up by the community members. He is very appreciative to hear their thoughts and how they feel about things. He thinks it is important that we understand that we need to, when we are trying to do this work of equity and grow the knowledge of our police department, not only internally but publically for people to see us as a professional agency, which he thinks we do a really good job of as well. One thing we need to make sure we do is we don't confuse our feelings about things without understanding the full complexity of things that happen. He feels sometimes we can get caught up of having these ideas of, this is the way this certain topic makes me feel, and then we take a certain angle of how we feel about that thing because of how we feel about it. He thinks it is important in this room and conversation that when we talk about these topics we make sure, it's okay to have those feelings and it's okay to be there, but we also need to come from a perspective of facts and understanding. The January 6 incident that happened at the Capital, those type of situations as far as, he is just an officer and is not at the Chief's level and making statements for the entire police department, but understanding that those are tough situations for a local agency to have; he is listening to your concern about people in the community potentially feeling like the City of Dublin Police Department doesn't care about them by lack of a statement, obviously condemning it; he wants to ensure that our department, from lowest man in this room to our Chief, we do not have those issues. He advised that he is biased in that he works for the police department, he enjoys working here and he takes pride in the work that we do at the officer level, at the administrative level, all those things. He thinks that those things are hard for us to try to facilitate in conversation. Someone brought up in schools, how we reflect that to our young people in our schools as SROs. Those are tough conversations and we are willing to have them but those are tough to interject those conversations without knowing what those kids know or what those kids have shared with their families. It's hard to share even facts because he doesn't want to interject his feelings or beliefs on a certain topic because sometimes people in their home, their parents have certain ideas of how they want to believe or react to something, and that is okay. It's their right. It's their family. He understands the condemnation of that issue happening and it being a terrible situation for our government and democracy but

he thinks as we move forward, when we have these honest conversations, it is important, while okay to have feelings, facts are just as vital. When we have those conversations we can say this is the way I view it but, let's look at the facts. Someone asked if there is data of any type of biases and he is aware our agency keeps those types of records. Those are available to show and if there are issues then we can address those and our staff does a great job of doing that. Lastly, he shared with current issues there was a local police officer in the State of Ohio that was killed yesterday. While any death is tragic, it obviously hits home for us because every day we go out to work there is that potential for that happen. This is an opportunity for us to gain the full perspective from a police officer standpoint that all of these things are real. He appreciates being a part of the conversation.

Ajmeri Hoque thanked him for his comments. She added why she thinks it is important to make a statement publicly, maybe on social media. Someone shared with her, when you make a statement, it creates a safe space. That person, that group of people will then feel safe coming to you. When she says things like, what are these children feeling. She stated that Officer Rigoberto made a great point, how are we even supposed to know. That child and that family will know that you are a safe person to go to if that has been stated. You are, as an adult, as a leader in the community, if you have made a statement, you have created that safe zone for people of color to come to you with those concerns. If there is no safe zone, if they don't feel safe, they are never going to come to you. We have an obligation to let you know that that safe space has to be created by you.

Susan Ortega agreed with all that has been shared. She advised during the discussion she was making the connection for SROs and Community Liaison Officers, how are you supposed to know what is okay to bring up with a student. One of our jobs as committee members can be to have that discussion about how to help facilitate ideas and discussions with the school district about setting up that understanding that SROs are a safe space; that it becomes a norm for conversations about hard stuff to happen. Whether it's every so often so that kids and staff from the district get the understanding, for instance we will have this available space every month so it becomes the norm. So if an SRO is walking through the hallways and something recently happened and a student sees them, they remember it is okay to talk to them about the hard stuff. She thinks that that is something they can do as a team to try to help set up those normalness conversations. She does not want to put officers in the position of opening up a can of worms that, that student wasn't ready to talk about; but she agrees. She appreciates mention of the recent officer loss, we need to hold space for that as well, so thank you.

Dwayne Maynard said maybe this is a good time to transition into the follow up discussion from the SROs but he acknowledged that Sri Gaddam had comments to add.

Sri Gaddam advised that he is an action oriented guy. He recommended, if all agree, maybe summarizing to two or three issues. We can talk about actions and how to tackle those issues. We cannot handle all of them, but if we can just pick two or three things which you can control and provide a solution. What actions are you going to take and what is the communication strategy? It could be the SROs at the schools, or once an incident happens we are going to address or communicate to the community within a certain time. He thinks it would be really helpful and action oriented and what is the best way to build trust and create a hope within the community; and get rid of fear and distrust.

Dwayne Maynard advised that they all have to do a little additional thinking about that and thanked Sri for his comments. He advised it was necessary for the committee to move on into the discussion with SROs. He advised there were about 20-25 minutes remaining and deferred to Lt. Tabernik since Sgt. Rice was not in attendance.

Lt. Tabernik appreciates the time to get back to the SRO discussion. There were some discussions the last two meetings we definitely wanted to make sure we gave a venue for questions but also provide information to this group and the community at large about some of the anecdotal accounts from our SROs and some of the things that interest them as well as the touchpoints they try to have daily at those schools. There are three general categories that were included on the agenda and there were three representatives to cover those categories. Officer Burks has done a great job at Jerome High School and beyond, he is the SRO at Jerome High School, in Mental Health Outreach and making sure that he stays connected to his students. These SROs take their jobs very seriously and see the students as their kids. He has done a lot of good work there. Then we will have Officer Quintanilla talk about those touchpoints and how he tries to foster relationships at the middle school and elementary level before the kids get into high school so we have those positive relationships that have begun at a very early age. Finally, we have talked about the difference between school discipline and legal issues that our SROs have to deal with so Officer Nimmo will provide a hypothetical example of that or again some anecdotal pieces from his extended experience as an SRO. These pieces are being done by all of our SROs. All seven of our SROs, Corporal Morris, by Sergeant Rice, who both unfortunately couldn't attend this evening. These are great representatives to talk about specific pieces and specific things we try to accomplish as a program.

School Resource Officer (SRO) Program

Officer Burks Mental Health Outreach – Officer Burks greeted the committee. He is the School Resource Officer at Jerome High School and a Police Officer at the City of Dublin. As for mental health, he approaches any situation from a point of empathy. Whenever dealing with the kids, he tries to see where they are coming from and give a helpful ear or a listening ear to whatever they may be discussing. He hears them out and uses his training called CIT (Crisis Intervention Training) that enables us to better help when we come across somebody who might be in a state of crisis. Using that information, he is able to talk down a lot of situations where kids are upset about home life or the pressures of school. Today he ran across two issues, he comes across them every day, but today a young man said the pressure of school right now, especially during the COVID situation and all the events that are occurring, that he just couldn't handle it today. He had to call his mother and said he couldn't focus or do anything. Officer Burks sat with him and spoke with him, he let him know that it was all right, this is a time where people haven't experienced this before, especially COVID and storming the Capital. He told him not to worry about it, to make sure to gather himself, think about it, talk to your family and friends, and even come talk to him if he would like and then come back and address it. He let him know what the goal is, he is a senior, he said he has to make sure to focus back on your goals of finishing the hard work you have done over these last four years so you can finish and go on to college. From there they talked about other issues. He talks to everyone from a point of empathy. As for CIT training, he was recognized as Officer of the Year for the State of Ohio in 2016. He treats others the way he would want himself and other family members be treated. When he deals with someone, he knows he is nervous when his kids go out, he has two children one in the Navy and one in high school. When they go out, he cannot control it. Nobody knows they are the children of Officer Burks. He hopes that other officers who are out there treat them the same way he

would treat someone else. That is professionally and to be a place of help for anyone who is in need, whether it be of directions or to a mental state to which they are not able to handle reality, and hopefully he can bring them back down to the state they were in before they reached that state of crisis. He asked the group if there were any questions. There were no questions. Officer Burks thanked all.

Lt. Tabernik advised that he worked with Officer Burks on third shift for a couple of years. His ability to develop rapport with people is unmatched. He was always able to calm people down. He was able to develop that rapport that we needed in those incidents. Next to speak, Officer Quintanilla.

Officer Quintanilla - Building Strong Relationships – Officer Quintanilla advised that he is more affectionately known as Officer Q by his kids at his buildings and slowly progressing at times to Officer Rigo, which is his first name. He advised he will discuss diversity in our schools and how school resource officers interact; as noted before their unit is the most diverse units in the entire police department. This diversity assists with their ability to facilitate conversations in the schools, not only with staff, teachers and students, but provides the opportunity to invite each other in to each other's buildings and have a different looking officer, from an aesthetic view; it looks different than what people mostly view police officers as. He thinks their unit has done a good job to facilitate that. He shared how he communicates and interacts, he knows other officers have their own ways, speaking for himself, is the ability or idea of coming in with an attitude of a public servant; not being afraid to be vulnerable, even to the kids. He has had a lot of conversations with kids that don't like the police. Kids will be honest and they will tell you they don't like the police and he views that as an opportunity to ask the question, why? Sometimes just asking why is a good enough question to get some conversation going about why that student feels that way. He has had many conversations about things, and most of them historically in his experience, comes from a negative experience that people had with the police. It is not necessarily the student that had the negative experience, but someone in their house; some family member, and it doesn't have to be the polarizing issues that were already discussed. It can be a terrible situation where there was a domestic violence issues and dad gets arrested or mom gets arrested and as a child they don't view dad as the bad guy, the view the police officer as a bad guy because the police officer is the one who took away their dad. He has been able to have those conversations and help them understand that the officer is not doing that to them specifically, trying to help them understand the officer is just doing his job. The officer doesn't personally want anyone to go to jail but when they are tasked with doing their job, sometimes those decisions have to be made but the child in the middle of that incident doesn't fully understand that. When you come back around when they next see an officer, it doesn't matter that it wasn't the same officer, it was an officer that was the bad guy that took somebody away. Being vulnerable and saying why do you have an issue with the police or asking why you feel the way to do about police in general. A lot of times it is often mentioned not in Dublin, Dublin does a good job with this but, a lot of the perspective that he shares is that police work is not easy; having to make tough decisions about people's freedom is not easy and people are ultimately hurt, and for us the empathetic value comes in where we can understand where this is a critical incident to them, while it may be us just doing another run, another call, it's a critical incident to that kid that is in the incident at the time. He advised he has had really good experience with kids in interacting with them by just acting; by just going up to them and talking to them. Trying to create a conversation; hey how's it going; sometime that all it takes; sometimes it takes a little more. The first time it's hi; the second time hey what's your name; next time it's what do you

like to do and the next thing you know that conversation has built and the relationship is built. He knows Officer Burks is world-renowned over on that side of Dublin with Grizzell and Officer Nimmo is that same way with Scioto. As SROs they try, their goal, is to create an environment where they are a safe person but they are a resource for the kids, staff members, faculty members, teachers, all those people we provide this environment, obviously the main role is provide safety but just as important is to build relationships and bridge the gap between the community and the police department. He views it as what better way than to start with the next generation of children who are impressionable and who are wise enough, even in middle school, to make their own decisions about how they feel about things; but just as important, are impressionable where you can have meaningful conversation with them and maybe, at least give them a different perspective and see a different angle of why things happen the way they are. A lot of times, when we don't understand something we automatically fear it; we base our decisions on that fear without really knowing a lot of the facts that are behind it. He cherishes the opportunity to build relationships. This year and at the end of last year it has been really difficult because you see the kids very rarely and when you do see them their face is covered, it is hard enough to remember hundreds of kids names, but then you can't even remember their face it becomes a little bit more challenging. That doesn't negate our role to provide a safe environment for them to feel comfortable and to share whatever. He and other SROs have had some experiences where kids will come and share things that are on their minds and on their hearts about personal matters that aren't law enforcement related at all. They view you as a trusted adult that can provide some advice from a different perspective than teachers. In summary, he advised it is vulnerability and action; being willing to hear the things that are on people's minds, like we have in this setting, their real feelings about things and then having honest conversation about them and trying to work through them. At the end of the day, we can agree to disagree or agree but we can have a meaningful conversation where we can both walk away and say, I still don't agree but I understand where their perspective comes from or my perspective has changed and I see the way he sees them and it does make sense. He thinks that is a big role for the SROs in the schools in creating relationships where, one of the big things he views is that he is creating an environment for when an officer who is out on patrol interacts with one of his students, either from Davis or who has moved on to Scioto High School, our goal is when they do come in contact with a patrol officer from the City of Dublin, that from the interaction they have had with their SRO, that they expect that this officer will treat me the same way. That is the avenue, his goal, is to create a community from our young people, to have high expectations for the way we interact with them by setting that as an example in the way that they do. Officer Quintanilla asked if there were any questions pertaining to this topic.

Ajmeri Hoque did not have questions but advised she was very happy to hear he is actively involved and seeking out students and talking to them. That is what she was trying to say, when you actively seek out and talk to community members in the same way, Officer Q, that's where the real bridge building happens. Not in these meetings but in the actual day to day activities that people are having. If we as community members actively seek each other out, that is where the real bridge building is happening. She advised she is very happy to hear that he is doing that at the school level.

Dwayne Maynard asked if we the group could continue a little longer as we are approaching 7:30 and not all have had the opportunity to speak. Sri Gaddam advised he would be able to stay on the call for another five minutes; all else agreed to stay on for a few more minutes.

Lt. Tabernik wanted to touch on a point brought up by Officer Quintanilla which is our interconnectivity between our patrol officers and our SROs. The communication between the two bureaus or different assignments is continuous. An example is if a patrol officer has contact with a student outside of school, whether it be positive or negative, that information is consistently passed on to our SROs. Our SROs can again foster that relationship even further; and if it was a negative contact for whatever reason, a curfew violation for example, that SRO can be that trusted resources for that student to either redirect or at least have a conversation with them in furtherance of trying to keep kids on the right path as they move forward through their schooling. Our communication between our patrol officers and our SROs is fantastic and is always in furtherance of the best interest of those kids. Lt. Tabernik introduced Officer Nimmo.

Officer Nimmo - School Discipline/Legal Considerations – Officer Nimmo reiterated the relationship is the number one thing; he commented being a 50 year old white guy it is hard to build relationships with high school kids, no matter their color. Working in a school that has a very diverse population it is an ongoing daily challenge and has been; he advised he doesn't get along with his own teenagers that well at times, trying to do that with 1,500 other kids is difficult at times. It is constantly talking to them, whether they are an athlete, he shared that years ago when he first started as a school resource officer, Marina Davis who was the principal at the school, they were talking about some of the kids. She said, "Everybody you're talking about is an athlete, he commented that they're the ones that he knows the best. She said, you do realize we have other kids in this building. We have kids who are in theater. We have kids who are in choir. We have kids who don't do any extra-curriculars. You need to make contacts with those kids too." He advised that really woke him up and he tries to seek out as many kids as he possibly can. He thinks it is a benefit that he resides in the district where the kids from the high school come from. The kids in his high school are his neighbors. His own kids went through this school. He advised he has been able to use that to his advantage. Officer Nimmo advised when it comes to school discipline, he advises all SROs, and this is covered in SRO training, to sit down with their principal every year, at the beginning of the year, and start off with the phrase, "I don't work for you, I work with you. I am not a school employee, school discipline is not my job. Don't use me as the heavy. Don't threaten kids with, if you don't do this, Officer Nimmo is going to arrest you." He wants to make sure the administrators understand what his role is in the building and that is safety, security, as a resource for the kids. He is not there to tell them not to chew gun or not run in the hallway. That is not his job. He advised that if he is standing in the hallway, and somebody is running down the hallway, do they usually slow down? Yes; he just smiles and shakes his head, like uh huh, yeah, good. He doesn't usually have to say anything generally. It took a while, and sometimes they have had issues, he usually does not have that kind of conversation in front of a student, they go to the side and talk about it but he makes sure that they understand, they don't tell him, if he needs to file charges that is because it fits within what the law says, not because it's what they want. He also advised, they will also talk about things like, "these two kids got into a fight", is it a knock down drag out fight or the typical schoolyard pushing and shoving, maybe one or two punches and nobody really got hurt. If that is the case they will maybe talk to the parents and if the parents are find with school discipline than they leave it at that. If it is a blindsided, beat down, somebody is bloodied and it was totally one sided where assault is more appropriate then he will make that decision. The school administrator will still do their school discipline, but it is totally up to him and the police department and the prosecutors as to if that goes forward. There is a big divide, if for instance somebody is wearing drug paraphernalia socks, which is against school rules, he may pull the kid aside during lunch and say, "hey you might not want to wear that next time, in case Mr. Scott (principal), you may

not want to let Mr. Scott see those because you realize you're not supposed to be wearing those." He does not start a discipline record, he doesn't send them to the office. He gives them that friendly "Hey that may not be in your best interest". Again, he feels that builds rapport. He is not calling them out, he is not trying to play the heavy; he is giving them the friendly heads up. The discipline is completely separated. Many of the discipline things the school administrators deal with are violations of law. Whether they rise to the level we need to file charges. We are in Franklin County (Scioto High School) for him to send a general school yard pushing and shoving scuffle to Franklin County is a waste of Franklin County's time. It's a waste of those kids time. That school discipline is generally plenty. If it's a one sided assault where we are looking at medical bills, then we like to get the courts involved because then they can mandate covering medical bills and things like that. The run of the mill (you're late to class, you're skipping, truancy) that is not something that we get involved with from the police department.

Lt. Tabernik thanked Officer Nimmo. He asked if any of the committee members had questions about any of the previous topics.

Ajmeri Hoque asked Officer Nimmo, since you do work in one of the more diverse high schools, she is an attorney who works downtown in Franklin County, she sees a lot of juvenile cases, she does not see a lot from Dublin, which is always a good thing, she does not like to see students missing school for school yard fights. At what point do you make the determination that this deserves to go to juvenile court or that this is something that the students or the families can decide; and have you ever, if the families were to push for you to press charges, have you ever stepped in and said you really don't know if this is appropriate but that would be something private they could take into consideration.

Officer Nimmo advised that each incident is handled differently. Generally, he approaches with his administrators, if there is no injury and nobody is seeking medical attention and families are both okay with school discipline, we still document the fact that it happened, so if the families want to come back later and private file they can. He advised that if he has to call a squad or something like that that changes the situation. He has had parents, in just a pushing and shoving with no actual fist being thrown, where they want assault charges, and prosecution to the fullest extent of the law. At that point he will document the incident and advise they can go talk to the prosecutor, but that he does not feel it rises to that level. There are other times where it's several instances and at that point he may work with our diversion coordinator and decide maybe to do disorderly conduct to at least get the kid into some sort of supervision where our diversion program then keeps it out of Franklin County Court. It keeps no record for them. It's some probation, some community service, maybe an educational piece. We would much rather rely on that then send it downtown.

Ajmeri Hoque asked where the diversion program is in Dublin, at the Dublin courthouse?

Officer Nimmo advised diversion is done through Dublin Mayor's Court.

Ajmeri Hoque asked Officer Nimmo to describe what diversion would entail for some of these kids.

Officer Nimmo advised that generally diversion is a probationary period. Depending on the offense, for instance if it's an alcohol offense or drug offense, there is an educational piece and

then there is usually some community service hours assigned. They would be penalized for their actions by making them do some community service instead of just a monetary fund. If they complete that program successfully then the charges are never filed through the juvenile court. The incident essentially goes away. Families enter into that program voluntarily. They are given the parameters of the program, if they choose to do it that is great, if not then the charges would be transferred downtown.

Ajmeri Hoque asked how often do you work with school counselors, if there is an ongoing issue between a couple of students, how often do you work with schools administrators or counselors to try and resolve it before it gets to that point where it has to go to court?

Officer Nimmo commented as much as they possibly can. Any time they here the rumor that somebody doesn't like somebody or there is going to be a fight at lunch, they don't just wait until lunch, those kids are called down, they are talked to with their counselors or the administrators. A lot of times he will be brought so they can bounce things off of him, they are as pro-active as they can. He is very lucky that his office is very close to the principals and counselor's offices. He probably overhears a lot more than he is supposed to but he is right there in the office.

Ajmeri Hoque thanked Officer Nimmo.

Dwayne Maynard asked a question, which he posed at the last meeting, he asked Officer Nimmo, Officer Burks or Lt. Tabernik, whomever would like to answer, how did the events of last spring and summer impact your views on your job and have you all had intentional discussions on efforts within the schools to build relationships with minority students or students of color in the aftermath of last spring and summers events.

Officer Nimmo advised that he has given it a lot of thought since the last meeting. He has been in policing for over 25 years. He goes back to the Rodney King incident as he was getting into law enforcement, seeing that happen. Any time an incident like that happens, he stated he is a little embarrassed, frustrated and angry that this is happening still to this day. Given the fact that when he came into law enforcement and seeing the Rodney King incident that we're still discussing this 25 years later. It is frustrating and angering to him. There is no doubt, certainly with the George Floyd incident in particular, nobody can look at that video and justify it. It angers him that it still happens today, he wishes he had the answer of how to fix all of it, and it angers him that they all get lumped in to that same thing. He has been a cop for 25 years, he has never had an excessive force complaint filed against him and he is proud of that. He is proud he has never had anybody come in and sign a complaint against him. He advised that when he see that happen, it tears at his heart. He is proud of what he does and it frustrates and angers him that that still happens within their profession. Just like as anybody else, if you see somebody from your profession on TV getting arrest for this or that, bribery, scheming or whatever, it upsets you and frustrates you as well. As far as working through the schools, we have not had a lot of chance with COVID and all going on to sit down and develop any kind of curriculums because they're just trying to get what they can to the kids two days a week now if not online. Those discussions are happening about what we can do when we get everybody back together.

Dwayne Maynard thanked Officer Nimmo. He stated in general that he is hoping that you all keep that type of question in mind going forward, keep it in mind in training situations and keep it in mind just on the general issue of diversity, equity and inclusion in the Dublin Police

Department in general. Thank you. Dwayne Maynard deferred to Rebecca Myers for the next topic on the agenda.

Public Commentary

Rebecca Myers advised there was no public commentary for this meeting. The next topics for discussion on the agenda: Recommendations for Future CAC Conversations and Future Meeting Schedule.

Recommendations for Future CAC Conversations

Dwayne Maynard stated it has been one month since the last meeting. In February, the third week of the month would be the week of the 15th thru 19th; the question would be in the email that goes out, the potential dates for the 15th thru the 19th and the 22nd thru 26th. Becky will send out the questionnaire everybody look at your calendars from Monday the 15th thru 19th and Monday the 22nd through Friday the 26th. There might be a holiday in there, but those are the two weeks we would look toward to schedule the meeting for next month. Topic wise, he wants to talk about use of force, body cameras, the critical incident policy and he was not sure if there needs to be continued discussions about the SRO program. He advised that this would be the time to think about recommendations that they would like to make as it relates to the SRO and maybe CLOs if they feel comfortable with those topics; then share that with the Chief. I would not require the officers to come back again. They had talked about potentially having someone from school district come in but not sure that is necessary anymore on the SRO CLO issue. That is something they can discuss amongst themselves between now and the next date and let the chief know. He asked if that is okay with committee and okay with the Chief.

Chief Páez advised that is absolutely fine with him, the only thing he would offer as reflection from the discussion tonight on current events, if we are bringing back policy or building an agenda, just the consideration on bringing our body camera policy to that discussion while it is on all of our minds collectively as part of this discussion, we want to make sure we answer that in our upcoming meeting for sure.

Dwayne Maynard asked Chief Páez what policy they would be asking to discuss if we want to talk about controlling large groups and gatherings.

Chief Páez advised it would be our response to civil disturbances. He had pulled several policies to have available if they came up in tonight's discussion. They were our response to resistance policy, our body cam policy, our response to civil disturbances, and connected to our response to resistance policy one of the discussions we have had, as the department observes events that occur, whether in the Columbus area or anywhere in the nation, it's a time for us to reflect on our own policy and figure out what that means. The other policy the department has been working on is rendering aid after a response to resistance/use of force encounter. He offered that we would bring that policy back too so the committee can have that discussion so they have awareness of what we do currently and we can have a discussion about what that looked like as far as meeting community expectations and/or conversation about where we go or progress with that policy as well.

Dwayne Maynard advised that would be great from his vantage point. He asked of the CAC members if there were any other topics that come to mind right now and if not right now can

they agree to try and have some idea about their thoughts and/or feelings on those things within the next seven to ten days.

Ajmeri Hoque advised she had a couple of topics. Use of force related to body cams and mutual aid agreements between Dublin and surrounding communities.

Imran Malik shared some thoughts. He reviewed the statement of work for the committee and did not find anything about emergency meetings or situations like we saw on January 6th. We waited until January 21st to have a meeting. When these situations or current events that can impact our communities and sub-communities occur, we probably don't want to wait for a meeting to happen three weeks afterward. We should have some consideration or discussion to add a clause if a future event of this nature happens, then we could call a meeting right away. At the end of the day, a lot of the community leaders on this committee get asked questions by members in the community they represent. These community members reach out to them and they want to know exactly what statements or what actions are being done by the Dublin Police or the Dublin City Council. He thinks it would be beneficial to proactively think about those things and ideas moving forward. He also wanted to build on the perspective of Dr. Gaddam, he advised we can sit here and talk and discuss everything under the sun, unfortunately at the end of the day, we have to be of value and relevant to our constituents. We should be driven by the actions and services that they demonstrate more often and more frequently, either the relationship with the SROs and developing relationships with the constituency of the young adults, as well as the neighborhood population in general of the community. The good work, the more we can find ways to reflect it, in the past we had talked about maybe having something like a YouTube channel, or some type of platform where the Chief can routinely make an address, or the City Council or City Manager can make a routine address to the community, those are some of the venues we have to start looking into as a valuable platform. We all live in the social media age. We are hungry for information all of the time. It is very important that we have those natural and organic ways of connecting to the community in a more real-time manner rather than waiting for a newspaper to send out a statement on behalf of the city council or something like that. That is something they need to start looking in to and maybe deliver by spring or the summer of 2021.

Dwayne Maynard advised both of those are excellent points and things they need to consider and move on. He thinks, when he was saying that perhaps they can make some recommendations for example to present to the chief and the department as it relates to the issue of the SROs, trying to get at that action plan component so we are saying we have had discussions and here is what we think would be helpful to consider and get feedback from the community after it's presented. It will take some time for consideration by the department and then implementation. The other issue in terms of being able to pivot and meet if an event or emergency takes place is really great. We certainly need to spend some time with Chief and talk about that. Those are great things and we will definitely talk about those issues and what we come up with at the next meeting date.

Chief Páez offered thanks and in reflection of our discussion and all you brought in that discussion on current events. There are always going to be current events. There is always something we either could, should or would make commentary on from our perspective whether it relates to Dublin specifically and/or ongoing conversations about policing in America. He thinks that figuring out that right balance on when and how and what we are going to be able to say collectively for

the department, as an advisory committee, just in reflection of how this meeting has gone during our discussion, the events of the Michigan governor's kidnapping plot. That communication, when he had discussion with members of the advisory committee on what's Dublin's answer, what's Dublin's information. We were hearing from members of the community who were reaching out to us asking, what we can tell them. The timing on that was fortuitous in that we talked about that and we had meeting either that evening or within the next day or so. January 6th happened, it feels like a lifetime ago between then and us having our meeting and conversation today. He really appreciates, as he tries to wrap his mind around, how do we come together. How do we collectively have discussions that are important for this group, for our organization, for our community, and for our efforts in diversity, equity and inclusion? How do we find a way to come together, even if it is not pulling this entire meeting together; but as Imran has suggested, if there is a medium for us to communicate to each other, share thoughts and ideas and then figure out how do we share something with the community as well. He appreciates sharing that thought out loud so we can start digesting that and figuring out what that means for us collectively moving forward.

Dwayne Maynard asked if there was anything else for good of the order. Ajmeri Hoque advised that everybody was silent; nobody else has anything else to add. He asked Chief if he had any closing remarks before he entertained a motion to adjourn for the night.

Chief Páez thanked all again for coming together. He appreciates that officers from SRO program who came back and shared tonight as well.

Dwayne Maynard thanked all and noticed in the notes from last month that he didn't thank Director Somerville for being in attendance, he apologized and said thank you tonight to him specifically in addition to everybody else that was on the call.

Jay Somerville appreciated and thanked him.

Dwayne Maynard thanked everybody. He advised that the discussion tonight was important and will lead to some positive outcomes. He appreciates all being in attendance. He asked if there was a motion to adjourn for the evening.

Ajmeri Hoque moved to adjourn.

Cameron seconded the motion.

Dwayne Maynard asked that all in favor say "I". All answered with an "I".

Dwayne Maynard said good night to all.

Meeting adjourned 8:01 PM

Dublin Police Department - Contact Information
614-410-4800

Chief Justin Páez
jpaez@dublin.oh.us

Lt. Greg Lattanzi
glattanzi@dublin.oh.us

Lt. Nick Tabernacle
ntabernik@dublin.oh.us

Director Jay Somerville
jsomerville@dublin.oh.us

Corporal Devin Howard
dhoward@dublin.oh.us

Officer Amber McCloskey
amccloskey@dublin.oh.us